

**Delaware Center for Health Innovation
Workforce and Education Committee
November 12, 2015 Meeting Notes**

Attendees: Julane Miller-Armbrister, Bettina Tweardy Riveros, Virginia Collier (phone), Nadinia Davis, Neil Jasani, Joe Kaczmarczyk, Bruce Kelsey (phone), Joseph Kim (phone), Christy Moriarty (phone), Jill Rogers, Audrey Van Luven, Sarah LaFave, Emily Hauenstein

Staff: Leslie Tremberth, Pete Haney, Laura Howard, Helen Arthur, Dan Fields

Agenda

- Recap and Status Update
- Discussion: Recommendations for Credentialing Health Care Providers Consensus Paper
- Discussion on Pipeline Items and Timelines
 - RFP for Learning and Re-Learning Curriculum
 - Finalize W&E re-training curriculum
 - Workforce Capacity Planning Consensus Paper
 - Community Health Worker Research
 - Innovative Approach to Medical School
- Next Steps

Summary of Discussion

Recap and Status Update

- Julane Miller-Armbrister was formally introduced to the Committee as the DCHI's first Executive Director.
- Updates were given on:
 - October DCHI Board Meeting
 - November DCHI Board Meeting
 - All other DCHI Committees
 - Last Workforce and Education Committee Meeting
- Recognized recent milestones achieved within the Workforce and Education Committee:
 - Finalized and received approval on the Learning/Re-Learning Consensus Paper
 - Completed the draft consensus paper on initial recommendations for credentialing.

Discussion: Recommendations for Credentialing Health Care Providers Consensus Paper

- The Committee agreed that there still needs to be work done to the recommendations section of the paper. This is where the specific and detailed steps need to be outlined and discussed.
- Responses from key stakeholder interviews will need to be included in the next version of the consensus paper.
- The Committee agreed to conducting additional research in advance of next month's meeting. Research topics include the following:
 - Inventory of Delaware providers and/or payers currently using ProView
 - Pennsylvania credentialing system and process
 - West Virginia credentialing committee

- ProView: do organizations conduct their own primary source verification or does the system own it?
- Another takeaway for next month's meeting is the need to consider an additional paper focused on licensing. The Committee will present an outline for this paper during the December meeting.
 - Delaware has multiple databases for licensure with much overlap of information – where are the opportunities to streamline?
 - Would any regulatory requirements or mandates prevent organizations from using a larger administrative body to oversee licensure?
 - The idea of an MOU between DPR and organizations has been discussed as a potential approach to dealing with regulatory issues.
 - Tara Jo noted that DPR has some experience with outsourcing (with foreign licenses, for example) and that there has also been some experimenting with this across state lines but that inadequate vetting of practitioners by other states caused Delaware to withdraw from this in practice.
 - Bettina asked the group to consider whether they want to identify a product recommendation that could best support the state's licensing aims.
- The Committee will also need to have additional conversations with the Department of Professional Regulation on licensing and credentialing.

Discussion: RFP for Learning and Re-Learning Curriculum

- The RFP will have two components to it: one for the Graduate Health Professional Consortium, and another for the Learning/Re-Learning Curriculum Development. Vendors will have the opportunity to bid on one or both scopes of work.
- The plan is to have the RFP out in Q1 2016.
- Funding for the Graduate Health Professional Consortium begins in February 2016.
- The curriculum will be rolled out by the end of 2016.

Discussion: Workforce Capacity Planning Consensus Paper Outline

- The Committee determined it will be up to them to develop the workforce capacity modeling as the federal government does not have the capacity to do so.
- Committee members will spend some time with the outline and send any feedback to Laura Howard.
- Joe Kaczmarczyk noted that the outline appeared to consider professions separately and asked to ensure that siloes were addressed to better reflect the content of group discussions previously held.

Discussion: Community Health Worker Research

- CHWs were the focus of the committee's poster at the cross-committee session on November 10 and much feedback was received.
- There was some discussion around the broad range of roles assumed by CHWs and various models for employing and funding them.
- The sub-committee that will be formed will focus on developing a CHW model for Delaware. Discussions in that sub-committee will include the possible inclusion of CHW competencies.
- This sub-committee will include two members from Workforce and Education, two from Healthy Neighborhoods, and two from Clinical. Julane will lead the effort and Nadinia Davis from Workforce and Education volunteered to participate.

- Healthy Neighborhoods will be presenting their implementation plan in December and may not have the bandwidth to participate in these discussions until January or February. At that point in time the Committee will have insights from the first Healthy Neighborhood, which could inform the sub-committee's work.
- There was some discussion around the potential application of credentialing and licensure requirements to CHWs and whether that should be determined based on staffing or functional needs. It was noted repeatedly that CHW roles and expectations will vary widely even from neighborhood to neighborhood.

Discussion: Innovative Approach to Medical School

- There was discussion around establishing a medical school in Delaware with a three-year curriculum instead of the standard four years.
- The problem would be in finding residency positions in Delaware to keep medical students in state. Challenges were noted including the tendency of medical students to stay close to where they do their residency and the fact that Jefferson does not encourage its students to come to DE for residency. Attempts to offer financial assistance to alleviate this have not been successful but the promise of less debt is compelling.
- Joe Kaczmarczyk from Philadelphia College of Osteopathic Medicine will take this concept back to his team at PCOM and report any feedback.

Next Steps

- Conduct stakeholder engagement sessions with payers and hospitals on licensing and credentialing
- Develop outline of Licensing Consensus Paper
- Conduct additional credentialing and licensing research as noted above